

10.	CAPACITY - How quickly does he learn and retain what he learns? Is he ambitious?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											7
11.	RESOURCEFULNESS - Consider his ability to think creatively and handle his job in spite of adversity.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											8
12.	INTEREST - Does he reasonably subordinate own convenience, comfort and desires to a complete, exact and faithful performance of duty?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
13.	HEALTH - Is he energetic? Has he marked endurance? Does he frequently report sick? Has he unusual stamina?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											10
14.	SAFETY - Does he observe all safety rules with firearms and vehicular equipment? Is he accident prone? Does he exercise proper care in the use of department resources?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											10
15.	APPEARANCE - Does he appear clean and neat in uniform? Does he carry himself well? Does he dress in keeping with his responsibility as an Officer when off duty?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
16.	ADAPTABILITY - Consider his ability to meet new conditions and execute new assignments. Is he versatile?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
17.	TOLERANCE - Does he accord the proper value to opinions other than his own? Is he overbearing? Does he have the proper sense of proportion?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
18.	SOCIALILITY - Is he a good team worker? Does he get along well with fellow workers?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
19.	QUALITY OF WORK - This factor appraises the employee's performance in accuracy, persistency and neatness of work.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											8
20.	QUANTITY OF WORK - Consider the volume of work produced as compared with others on the same job in similar locality.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9

Sgt. R.D. Pierce
Supervisor

DALLAS POLICE DEPARTMENT TRAINING SCHOOL
IN SERVICE TRAFFIC TRAINING SCHOOL
NOVEMBER 16 THRU DECEMBER 10, 1953

Lipit, J.D.

Attended a 16 hour In Service

School on subjects shown below:

Civilian Defense Org.	
Relation to Traffic Control	2 hours
Ratio of Alcohol Level to Behavior	2 hours
Point Control Techniques	2 hours
City of Dallas Fleet Safety Program	1 hour
Accident Investigation Report Forms	1 hour
Public Relations and Traffic Enforcement Policies	2 hours
New Traffic Laws Passed by 53rd. Texas Legislature	2 hours
Fleet Safety Contest	1 hour
Personal Conduct	1 hour
Case Preparation	2 hours

Paul H. Ashenhurst
Inspector of Police
Departmental Instructor

Personnel File

DALLAS POLICE DEPARTMENT TRAINING SCHOOL
IN SERVICE TRAINING SCHOOL FOR TRAFFIC & CIVIL DEFENSE

MAY 3 THRU 29, 1954

Lippitt J.D.

Attended a 16 hour In Service

School on subjects shown below:

Civil Defense organization	2 hours
Police Org. & Proc. in C.D.	2 hours
Disaster area Control	2 hours
Disaster Control Traffic Pattern	2 hours
Traffic Enforcement Policies	2 hours
Testifying in Corp. Court	1 hour
Making Cases in County Court	1 hour
Evaluating Acc. Causes by ACC. Investigation	2 hours
Inv. of DWI Cases	2 hours

Paul H. Ashenhurst
Inspector of Police

Personnel File

DALLAS POLICE DEPARTMENT

RANGE FIRING RECORD

QUARTERLY FIRING REPORT FOR PERIOD ENDING September, 1954

NAME TIPPIT, J.D.

STYLE	RANGE	AVERAGE SCORE
HIP	7 YARDS	40
POINT	15 YARDS	25
POINT KNEELING	25 YARDS	16 2 mos.

THE FIRING WAS IN 10 SHOT SERIES; PERFECT SCORE 50.
THE OFFICER FIRED THE COURSE ONCE EACH MONTH DURING THE PERIOD.
THE SCORE REPORTED IS AN AVERAGE FOR THE THREE MONTHS.

SGT. F. R. WATSON
RANGE MASTER

Personnel File

DALLAS POLICE DEPARTMENT TRAINING SCHOOL
IN SERVICE TRAINING SCHOOL ON COLLECTION AND PRESERVATION OF EVIDENCE

SEPTEMBER 7 THRU 24, 1954

Juppit, J. D.

Attended an 8 hour In Service

School on subjects shown below:

Crime Laboratory Technique (Film)	2 hours
Collection and Preservation of Evidence (Class room)	2 hours
Collection and Preservation of Evidence Actual problem (Film)	2 hours
Panel Discussion Crime Laboratory Procedure	2 hours

Paul H. Ashenhurst
Inspector of Police
Departmental Instructor

Personnel File

DALLAS POLICE TRAINING SCHOOL

IN-SERVICE TRAFFIC SCHOOL

May 2nd thru May 20th
1955

Tippitt J. D. attended 8-hour In-Service Traffic
School on the following subjects:

Traffic Enforcement Policy	1 hr.
Traffic Homicide Investigations	1 hr.
Accident Investigations	2 hrs.
D.W.I. Tests and Reports	2 hrs.
Point Control; Hand Signals	2 hrs.

Paul H. Johnhurst

Inspector of Police
Departmental Instructor

**DALLAS POLICE DEPARTMENT
30 DAY EVALUATION REPORT OF
APPROPRIATE AND PROBATIONARY POLICE OFFICERS**

Form No. CPE-PP-486

Name Lipit, J.D. (Last) (First) (Middle) Entrance Date July 28, 1954
Police School Rating _____ Date this report prepared Mar. 1955
Platoon assignment during this period 1 Days Sick 0 Days Worked 22

Note that numerical ratings are assigned to the various categories in order to more clearly define opinion. Read carefully the adjectival ratings and their numerical values before making any entries on this form. Analyze carefully the man's performance. Call to mind instances that are typical of his work and demeanor. Unusual cases which are not typical should not be considered. **DO NOT ALLOW PERSONAL FEELING OR SOMEONE ELSE'S OPINION TO OVERTHROW YOUR ANALYSIS.** The care, accuracy, and sound judgment used in preparing this rating sheet will determine its value to the department.

1.	INITIATIVE - This factor appraises ability to act on own responsibility in absence of supervisor. Is he a self starter or must he be started.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											7
2.	LOYALTY - This factor appraises the opinions expressed, implied or displayed toward the department. Does he boost or knock the Department										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
3.	CO-OPERATION - Consider his ability to work effectively with co-workers, supervisors and outsiders.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											10
4.	PERSONALITY - Consider his integrity, self confidence, and impression he makes on others.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											7
5.	DEPENDABILITY - This factor appraises your confidence in the employee to carry out regulations and instructions conscientiously.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
6.	TACT - This factor appraises his ability to efficiently accomplish his purpose without offending or creating antagonism.										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											8
7.	HANDLING PRISONERS - Does he display and practice the ability of arresting persons without heated argument or force?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
8.	JUDGMENT - Consider the intelligence and thought he uses in arriving at decisions. Does he have the ability to think rapidly and logically under stress?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											9
9.	ATTITUDE - This factor appraises employee's temperament. Does he control his emotions?										Numerical value
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable		Satisfactory		Very Good		Superior			
											10

10.	CAPACITY - How quickly does he learn and retain what he learns? Is he diligent?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											7
11.	RESOURCEFULNESS - Consider his ability to think creatively and handle his job in spite of adversity.								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											8
12.	INTEREST - Does he reasonably subordinate own convenience, comfort and desires to a complete, exact and faithful performance of duty?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											9
13.	HEALTH - Is he energetic? Has he marked endurance? Does he frequently report sick? Has he unusual stamina?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											10
14.	SAFETY - Does he observe all safety rules with firearms and vehicular equipment? Is he accident prone? Does he exercise proper care in the use of department resources?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											10
15.	APPEARANCE - Does he appear clean and neat in uniform? Does he carry himself well? Does he dress in keeping with his responsibility as an Officer when off duty?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											9
16.	ADAPTABILITY - Consider his ability to meet new conditions and execute new assignments. Is he versatile?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											9
17.	TOLERANCE - Does he accord the proper value to opinions other than his own? Is he overbearing? Does he have the proper sense of proportion?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											9
18.	SOCIALITY - Is he a good team worker? Does he get along well with fellow workers?								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											9
19.	QUALITY OF WORK - This factor appraises the employee's performance in accuracy, persistency and neatness of work.								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											8
20.	QUANTITY OF WORK - Consider the volume of work produced as compared with others on the same job in similar locality.								Numerical value		
	0	1.	2.	3.	4.	5.	6.	7.	8.	9.	10.
	Unsatisfactory	Questionable	Satisfactory	Very Good	Superior						
											9

Sgt. R.D. Prince
Supervisor